

## BIOGRAPHY

### **William E. Hembree**

William E. Hembree is the Director of Health Research Institute in Concord, CA. He has held this position since founding HRI in 1978.

HRI is an independent and objective, research-based organization providing health care cost containment and health improvement policy planning and implementation assistance to major private and public employers, unions and coalitions. The firm also provides research, health education, data collection and analysis and communications services.

Mr. Hembree received his BA and MBA from California State University, Long Beach. Since his graduation, he has held positions with a major group insurance company, the nation's oldest HMO and Hewitt Associates, a compensation and benefits consulting firm.

As Director of HRI, Mr. Hembree is responsible for overall direction, development and management of Health Research Institute's activities. He was instrumental in developing the nation's first 1,500 largest US employers' biennial survey of health care cost containment actions (1979). Also, under his guidance, HRI has developed an analytic process used to help focus plan sponsors' scarce resources on their specific cost and utilization problems, health education newsletters, various workshops on cost containment, and a cost-benefit approach to health promotion, prevention, and wellness.

His work includes assessments of managed care systems, evaluation of results of specific cost containment/health improvement actions, use of innovative cost controls, and the development of labor-management cooperative committees and coalitions.

During Mr. Hembree's over 40 years experience in the health and employee benefits field, he has advised major employers and coalitions across the US, and he has conducted legislative review and extensive research into the most cost-effective ways to contain costs and improve employee health.

As evidence of HRI's neutrality and ability to work with parties from all sectors, Mr. Hembree has assisted Hillary and Bill Clinton, as well as President Bush's Office of Long-Term Policy and Planning. He has also provided technical and research assistance to the AFL-CIO in preparation of the book entitled: *Controlling Public Employee Health Care Costs through Labor-Management Committees*.

In recognition of his accomplishments, *Business Insurance* magazine named Mr. Hembree one of twenty individuals who have had the most significant influence on employee benefits in the US during the magazine's first twenty years (1968-1988).

Mr. Hembree is an active writer and frequent speaker on innovative and cost-effective health care cost containment and health improvement techniques. His most recent book is: *Breakthroughs in Health Care Management: Employer and Union Initiatives*. Mr. Hembree can be reached at [hembree\\_HRI@att.biz](mailto:hembree_HRI@att.biz)

***About Health Research Institute...***

Health Research Institute is an independent and objective, research-based organization providing public/private policy planning and education in employee health care cost containment and health improvement. Our organization was formed in 1978 with the goal of providing impartial and unbiased information and assistance to plan sponsors, labor-management committees, and coalitions interested in effective health care cost containment and health improvement actions. Our responsibility is to serve as a neutral third-party, with the sole objective of ensuring that plan sponsors and labor-management committees identify and achieve their goals. Our measure of success is when win-win situations are created that both contain health care costs, and meet management's and labor's needs.

HRI's Director, William E. Hembree, can be reached at [hembree\\_HRI@att.biz](mailto:hembree_HRI@att.biz)